



EMPLOYMENT TRIBUNALS

Claimant: Marcus Foster

Respondent: Coleg Ceredigion (R1)
Coleg Sir Gar (R2)
University of Wales Trinity Saint David (R3)

HELD AT: Mold **on:** 3rd February 2026

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

For the Claimant: Litigant in person

For the Respondents: Mr J Burke, Solicitor for R1 &2 (and Ms Rebecca Jones, Observer)

Mr S Liberazadzki, Counsel for R3

JUDGMENT

The judgment of the Tribunal is:

1. University of Wales Trinity Saint David (R3) is dismissed as a party to these proceedings;
2. The Claimant was not continuously employed for a period of two years ending with the effective date of termination, and his claim of “ordinary” Unfair Dismissal (ostensibly by reason of Redundancy), is dismissed (s.108 (1) Employment Rights Act 1996);
3. This judgment does not affect the Claimant’s extant claims against R1 and R2 of Automatic Unfair Dismissal and Detriment (Public Interest Disclosure) and Wrongful Dismissal.

Approved by Employment Judge T V Ryan
Date: 03.02.26

JUDGMENT SENT TO THE PARTIES ON

23 February 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.